

Vision:

A future where fairer access to physical activity and sport narrows the gap in occupational, health and social outcomes, allowing everyone to benefit in a way that is meaningful to people's lives.

Job Title: Neighbourhood Health, Occupational Therapist

Location: Castlepoint, Essex

Closing date: 30th October 2026

Responsible To: Clinical Leads, Occupational Therapist

Accountable To: Co-CEO's

Responsible for: Occupational Therapy Assistant

Contract	2-year fixed term contract
Time	15 hours per week 7.5 hours per day 9 till 5 – Monday & Tuesday, although flexible working preferred
Salary Range	£32,100 - £40,800 FTE depending on experience
Location(s)	Monday & Tuesday – Castlepoint including the Paddocks Centre, Waterside Farm Leisure Centre and local community venues across the borough + Chelmsford HQ Offices at times.
Annual Leave	Pro rata 34 days annual leave (Full time equivalent including bank holidays + 1 birthday leave)
Employee Benefits and Wellbeing	○ An opportunity to make a real difference and impact to people's lives locally in your community ○ Enhanced parental leave & family friendly benefits ○ Excellent training opportunities including two specific dedicated weeks to CPD annually ○ Flexible working ○ Employee Assistance Programme ○ Occupational sick pay ○ Two volunteer days yearly ○ Dog friendly office ○ Eyecare scheme ○ Free flu vaccination ○ Christmas closure ○ Birthday leave

About Sport for Confidence

Sport for Confidence CIC is an Occupational Therapy-led organisation that centres and prioritises the needs of people and communities furthest away from physical activity and sport. We work locally and nationally to narrow the gap in occupational, health and social outcomes, enabling people to participate in ways that are meaningful to their lives.

Our approach brings together the expertise of occupational therapists, the physical activity workforce and people with lived experience. It is person-first, occupation-focused and systems-driven, recognising the relationship between the person, their environment, occupations and participation.

Occupational therapists are central to our practice. This is occupational therapy delivered within community and physical activity settings. Occupational therapists use their professional reasoning and core occupational therapy skills to understand what matters to people, identify barriers to meaningful participation, adapt environments and opportunities, and enable people to engage in the occupations and everyday activities that support their health, wellbeing, independence and sense of belonging.

Physical activity and sport provide a context and therapeutic tool through which occupational therapists can work towards wider occupational outcomes. The purpose is not simply to enable people to take part in sport or become more physically active, but to use meaningful participation to support people to do what they need and want to do in their everyday lives.

Our occupational therapists work within everyday community settings, including leisure centres, local communities and primary care. This place-based approach creates opportunities to work proactively and preventatively, address environmental and systemic barriers and support people earlier.

This reflects our commitment to Movement Beyond Medicine - moving beyond a solely medicalised or condition-focused approach and using occupation and physical activity to promote empowerment, choice, belonging, occupational justice and positive health outcomes.

Purpose

To lead the development and delivery of an innovative Neighbourhood Health Occupational Therapy model across Castle Point, working collaboratively with local residents, health and social care professionals, leisure providers, voluntary organisations and community partners to reduce health inequalities and improve access to meaningful occupations, physical activity and community participation.

The Occupational Therapist will play a key role in connecting health services with community opportunities, supporting individuals who experience barriers to participation, particularly those living with disabilities, multiple long-term health conditions, poor mental wellbeing, social isolation or other complex health and social needs.

Using core Occupational Therapy skills, clinical reasoning and an occupation-focused approach, the role will provide holistic assessments, co-produced action planning and short-term therapeutic interventions to understand what matters to people, identify barriers to participation and enable individuals to access opportunities that support their health, wellbeing, independence and sense of belonging.

The role will work across neighbourhood settings, building on existing community strengths and assets rather than creating additional standalone services. Physical activity and movement will be used as therapeutic tools to support wider occupational outcomes, enabling people to engage in the activities and routines that are meaningful to their everyday lives.

Alongside direct work with individuals, the Occupational Therapist will support wider system development by strengthening relationships and referral pathways between primary care, social prescribing, leisure, health and social care and voluntary and community organisations. This will include supporting partners to better understand barriers to participation, make reasonable adjustments and develop more inclusive and preventative approaches.

Working alongside the Castle Point Place Partnership, SFC Reconnect and neighbourhood health structures, the Occupational Therapist will contribute to identifying emerging local priorities, responding to community needs and sharing learning to influence future practice and investment.

The overarching ambition is to demonstrate how Occupational Therapy, embedded within neighbourhoods and communities, can strengthen prevention, reduce inequalities and create more connected, accessible and sustainable opportunities for people to participate in meaningful activity and community life.

Key Responsibilities:

Occupational Therapy Assessment and Intervention

- Deliver holistic, person-centred Occupational Therapy assessments to understand individuals' strengths, aspirations, needs and barriers to meaningful participation.
- Manage referrals, assess risk and prioritise individuals requiring support, particularly those experiencing complex health and social needs.
- Co-produce meaningful goals and action plans, providing short-term therapeutic interventions and enablement to improve confidence, independence and wellbeing.
- Utilise physical activity, activity analysis, environmental adaptations and reasonable adjustments as therapeutic tools to enable participation in everyday occupations.
- Review individual outcomes, promote self-management and facilitate appropriate onward referrals where additional support is required.

Community Navigation and Enablement

- Support individuals to identify and access meaningful physical activity, leisure, wellbeing and community opportunities across Castle Point.
- Provide practical navigation and confidence-building support to overcome barriers that prevent engagement, recognising that individuals may require more than traditional signposting.
- Work collaboratively with individuals, families, carers and community partners to establish sustainable routines, connections and opportunities for participation.
- Promote choice, independence, inclusion and a sense of belonging, ensuring the voices and experiences of local residents inform service delivery.

Partnership Working and Neighbourhood Health Development

- Build strong, collaborative relationships with GP practices, Primary Care Networks, social prescribing teams, leisure providers, local authorities and voluntary and community organisations.
- Act as a clinical connector between health services and community opportunities, strengthening pathways and improving access to preventative support.
- Actively contribute to neighbourhood and Place Partnership meetings, identifying emerging priorities, gaps in provision and opportunities for collaborative working.
- Promote the value of Occupational Therapy within neighbourhood health, supporting more connected, person-centred and preventative approaches across local systems.

Workforce Development and Inclusive Practice

- Provide advice, consultation, formal and informal learning opportunities to local professionals, coaches, volunteers and community organisations.
- Support providers to understand barriers to participation, implement reasonable adjustments and develop more accessible and inclusive opportunities.
- Share Occupational Therapy expertise to build workforce confidence in supporting individuals with complex needs and using physical activity to promote health and wellbeing.

Service Development, Evaluation and Professional Practice

- Contribute to the development, delivery and evaluation of the Neighbourhood Health Occupational Therapy model, ensuring it responds to local needs and priorities.
- Collect and record appropriate clinical outcomes, service activity, participant feedback and case studies to demonstrate individual, community and system impact.
- Contribute to partnership reporting, shared learning and opportunities for future service development and sustainability.
- Maintain accurate clinical records, manage risk and safeguarding responsibilities, and deliver evidence-based practice in accordance with HCPC standards and Sport for Confidence policies.
- Engage in regular clinical supervision, reflective practice and continuing professional development, upholding Sport for Confidence's values and commitment to reducing inequalities

Non-Clinical Duties

- To build positive working relationships with the leisure provider and the local authority
- Promote service within the local area through networking.
- Complete participation numbers for statistical purposes.
- Participate in audits, data collection, research and evidence-based practice.
- Promote the occupational therapy role to external agencies.
- Contribute to service development through innovative ideas and creation of resources.
- Initiate and lead projects to meet identified service needs.
- Seek out funding opportunities and complete funding applications where appropriate.
- Be involved/supportive when presented opportunities through our specialist provision.

- To ensure that up to date written and electronic records of own patient interventions and observations are completed in accordance with Sport for Confidence and professional standards.
- To ensure that required activity data is recorded and that relevant personal and departmental records are maintained.
- To be responsible for the quality of data recorded. The data should be accurate, legible (if handwritten), recorded in a timely manner, kept up to date and appropriately filed.
- To comply with relevant professional standards – (i.e. the College of Occupational Therapists Code of Ethics and Professional conduct, Health Professions Council guidelines for professional practice).

Professional Duties

- Attend professional meetings as required.
- Attend appropriate training events as required.
- Maintain a continuing professional development portfolio.
- Engage in regular supervision.
- Supervise and support students when appropriate.
- Provide day to day operational management of coaches and volunteers.
- Comply with policies and procedures regarding annual leave, sickness absence and time owing.
- Support with upskilling coaches to understand the therapeutic value of physical activity.

Additional Responsibilities

- Complete all mandatory training.
- Keep updated on all matters relating to company policies and guidelines.
- Outlook calendar to be kept up to date.
- Provide cover as and when necessary
- Participate in the employee appraisal process.
- Attend peer supervision and CPD opportunities.

Our Values



**Belonging
for Everyone**



**Driven by
Commitment**



**Caring
with Purpose**



**Championing
& Celebrating**



**Innovating
for Impact**



**Embracing
the Journey**

Belonging for Everyone – We go beyond including people, to actively challenge, enhance and improve systems and services, ensuring everyone has the opportunity to experience a sense of belonging.

Driven by Commitment – We are deeply committed to making a difference in people's lives, believing that sport and physical activity can ignite lasting change and transformation.

Caring with Purpose – We lead with humility, empathy, compassion, and kindness, building strong, supportive relationships that prioritise wellbeing and dignity.

Championing & Celebrating – We focus first on the aspirations of the people and communities we serve, listening to, celebrating, and elevating the voices of lived experience.

Innovating for Impact – We continuously evolve, finding creative and effective ways to break down barriers and transform lives.

Embracing the Journey – We are always learning, growing and building a more equitable future together, being brave and trying to do better.

Person Specification

Selection Criteria	Essential	Desirable	Measurement Curriculum Vitae - CV Interview - IN Assessment - AS
Education / Qualifications	Degree or Diploma in Occupational Therapy Minimum 1 year experience as an Occupational Therapist Registered with HCPC Evidence of Continuing professional and personal development.		CV CV/IN CV/IN CV/IN
Knowledge	Knowledge of Safeguarding issues and requirements/legislation and how these apply to the role In-depth knowledge of working with people with varying conditions including physical disabilities, mental health conditions, learning disabilities, autism and dementia. In depth knowledge of wider policy and service issues relating to disabilities and relevant legislation Keen to develop and learn more about the power of physical activity as a promotion tool for good health and prevention tool for ill-health.		CV/IN CV/IN CV/IN IN

Skills/ Experience	Ability to assess clinical situations effectively and use own initiative and apply an appropriate treatment intervention accordingly. Experience of developing and working closely with other internal and external agencies. Integration of theory and practise to demonstrate creative problem-solving ideas. Able to adapt communication skills according to the audience. Knowledge of health inequalities locally and nationally Ability to supervise coaches and volunteers with day-to-day activities Experience of working systemically and strategically	Relevant experience working as an Occupational Therapist Experience of lone working	IN IN/AS IN IN/AS IN/AS
Personal Qualities	Ability to work autonomously within the leisure centre environment. Ability to manage and adapt to unpredictable work schedules and changing environments. Ability to communicate with varying stakeholders – participants, carers, statutory services, voluntary sector etc. Negotiation skills with external staff for reasonable adjustments for access to the leisure centre.	Demonstrates advocacy of the Occupational Therapist role	IN/AS IN/AS IN/AS IN/AS

	Management of conflict, including the resolution of complaints which may involve diffusion of aggression. Ability to prioritise complex caseload. Ability to deal with exposure to emergency and highly distressing situations. Ability to deal with stressful situations. Takes responsibility for own developmental needs. Able to take initiative and work pro-actively face to face or virtually.		IN IN/AS IN/AS IN IN/AS IN
Additional Requirements	Keyboard and computer literacy skills – including Zoom/Teams, Outlook, Word, Excel, PowerPoint. Ability to travel to different sites when required. Uphold Sport for Confidence's blueprint and values.	Car driver	CV/IN IN/AS IN/AS

Apply!

If you are interested in the role, please do get in touch through our careers@sportforconfidence.com email account.

We would like to see a CV and cover letter but also open to video entries and or other accessible means of declaring an interest!

If you would like to discuss the job over the telephone, please contact:

Robert Walker, Operational Lead, Senior Occupational Therapist, 07593555708.

Megan Potts, Clinical Lead, Senior Occupational Therapist 07394564942.

Equality, diversity and inclusion (EDI) statement

Equality, diversity and inclusion is at the core of Sport for Confidence's vision to continue developing high quality services and to be an organisation where people feel valued at work.

We are committed to ensuring that our organisation is an environment that support and values diversity and promotes equality of opportunity.

We recognise that by respecting and valuing people's differences, this includes all protected characteristics under the Equality Act 2010 [[Protected characteristics](#)] as well as other vulnerable groups, we become an equitable and inclusive organisation for our participants, staff, volunteers and our communities.

Sport for Confidence actively seeks to recruit a workforce that reflects the diversity of the communities that we work in, and we ensure that our recruitment processes are fair and inclusive.

Sport for Confidence is proud to stand firm against all forms of prejudice and discrimination, and actively seeks to challenge both prejudice and discrimination in our communities through our everyday work.

Safeguarding statement

Sport for Confidence holds, as one of its highest priorities, the safeguarding of all who use its services and who work or volunteer for us.

We ensure that everyone who is connected to our organisation is safe and protected from abuse and exploitation. This includes taking action to prevent abuse and mitigate the risks of this occurring, as well as ensuring that any allegations of abuse are taken seriously and anyone experiencing abuse is protected and their welfare promoted.

Sport for Confidence acknowledges that one of its fundamental commitments to safeguarding is that we recruit safely.

We are committed to recruiting suitable people by complying with all statutory legislative requirements and guidance.

We follow a rigorous selection process to discourage and screen out unsuitable applicants by:

- Exploring any gaps in employment, or where a candidate has changed employment or location frequently and ask candidates to explain this
- Verifying their identity
- Verifying their right to work in the UK
- Verifying their professional qualifications
- Obtaining Disclosure and Barring Service and other pre-employment compliance checks (as appropriate)
- Obtaining professional references
- Carrying out further additional checks as appropriate
- All successful candidates will be subject to the Sport for Confidence probation procedure.

General Data Protection Regulation (GDPR) Statement

Sport for Confidence takes its obligations under GDPR and applicable data privacy law seriously and is committed to protecting the privacy and security of all information we hold.

It is very important to us to ensure that all the personal information you provide to us is treated with the utmost respect and your data privacy rights are safeguarded, all in accordance with our GDPR Privacy Notice and policy. If you would like more information, please email: The Sport for Confidence Team: info@sportforconfidence.com